

## Job Summary

Provides nursing care in an effective and safe manner to a select group of patients and families, carries out established nursing regimes, and plans of nursing care under the guidance of a preceptor or other designated RN.

The scope of responsibility, duties and accountability at the facility department and position levels including knowledge and practice of the clinical/technical skills necessary to the position consistent with the Qatar Council for Healthcare Practitioners (QCHP) Nursing/Midwifery Competency Framework and Scope of Practice. Nursing job duties are to meet the Joint Commission International and the Plan of Care Policy, and other regulatory requirements.

## Job Responsibilities 1

Identifies outcomes with regard to patient care delivery and timely care.

Assures quality of care by adhering to therapeutic standards, measuring health outcomes against patient care goals and standards; making or recommending necessary adjustments; following hospital and nursing division's philosophies and standards of care set by QCHP, and other governing agency regulations.

Provides basic assessment skills to assess the signs, symptoms, reactions, behaviors, or general appearance to determine normal versus abnormal characteristics.

Delivers safe and appropriate patient care to a specific patient population using nursing process.

Provides direct and indirect care services, including, but not limited to, the administration of medications and therapeutic agents necessary to implement treatment, disease prevention, or rehabilitative plan of care.

Performs skin tests, immunizations, phlebotomy, and the initiation of peripheral venous access.

Observes signs and symptoms of illness, reactions to medications/treatments, general behavior, and/or general physical condition.

## Job Responsibilities 2

Plans patient care based on assessment, validated by peers. Implements appropriate reporting, referrals, and care in accordance with standardized procedures. Initiates emergency procedures when indicated.

Provides care to special patient populations and patients with diverse cultural backgrounds. Identifies patient's readiness for learning and ability to follow directions/instructions and give consent.

Makes special adjustments to patient care as required to the specific populations needs, including cultural, spiritual, age, psychosocial, communication, gender, sexual orientation, economic, education, family, and condition needs.

Identifies and assesses patient safety concerns with respect to age and developmental considerations. Intervenes to provide a safe environment and evaluates effectiveness of intervention for patient.

Provides and accurately documents in the electronic medical record direct and indirect patient care services that ensures the safety, comfort, personal hygiene, and protection of patients in a timely manner.

Maintains a cooperative relationship among health care teams by communicating information; responding to requests; building rapport; participating in team problem-solving methods.

## Additional Responsibilities

Collaborates to problem solve and make decisions to achieve desired outcomes

Establishes effective working relationships with cross-functional team(s)

Responds timely, effectively, and appropriately to deliverables

Shares knowledge, time, and expertise to assist other members of the team

Cultivates and maintains strong customer relationships and rapport with stakeholders and/or client groups

Ensures practices and procedures are inclusive of interpersonal and cultural diversity

Identifies and responds appropriately to both internal and external customer needs utilizing available resources needs utilizing available resources

## Additional Responsibilities 2

## Additional Responsibilities 3

## Job Knowledge & Skills

- Regulatory Ability to interpret and apply knowledge of standards to comply with regulationsCommunication Ability to convey and/or receive written/verbal information to/from various audiences in different formatsTechnical Ability to operate mechanical/medical devices and/or equipmentManagement Ability to address performance issues and implement corrective action plansManagement Ability to foster individual/team development, performance feedback, coaching and recognitionAnalytical Ability to apply critical thinking to analyze and interpret information and/or dataQuality Ability to provide and/or support a level of work excellence and accuracy; recognize and address flaws or errors that others may overlookManagement Ability to motivate, monitor, measure, recognize and improve performance and morale
- ERP knowledge preferably SAP functional skills are a requirement to be successful in this role.

## Job Experience

## Competency

1. Collaboration
2. Accountability
3. Resilience
4. Quality
5. Leadership

## Education

1. Diploma in Nursing